

Draft

NIH CHILD CARE BOARD MEETING MINUTES

November 8, 2001

Building 31 Conference Room 7

11:00 a.m. to 1:00 p.m.

Members in Attendance:

Corliss Taylor, Maureen Gormley, Susan Huntley, David Lankford, Juanita Mildenberg, Susan Reider, Mary Ellen Savarese, Barbara Thomas, Wendy Thompson, Meredith Torres-Bruckheim, Tim Tosten

Members Absent: Kim Plascjak, Qin Ryan

Liaisons in Attendance:

Lee Ettman, Martina Vogel-Taylor, Mary Haas, Tracy Rankin, Anne Schmitz, Beth Levy

Guests:

Viola Black/NCI, Deborah Carper/NEI, Debra Chew/OGC,
Kathy Martin & Dr. A.J. Schuler/Performance Dynamics, Inc.

I. Welcome and Introductions: Corliss Taylor welcomed members and guests. She also acknowledged current and former members for receiving a 2001 Quality of Work Life award for their efforts toward improving the quality of child care provided at the NIH.

II. Approval of Minutes: Members voted and approved the minutes from the September 13, 2001 meeting.

III. Report on 2001 NIH Child Care Needs Assessments – Performance Dynamics:

Dr. A. J. Schuler shared with members a Power Point presentation of their findings and recommendations that were identified in the recent child care survey. Highlights include (for more detailed information, please refer to handout):

Critical Findings:

- Increase service capacity on or at least near existing NIH sites.
- Increase economics assistance, especially through a Dependent Care Assistance Plan.
- Current facilities are overwhelmed by the size of demand.

Who took the Survey:

- 1,441 responses were received out of approximately 22,000, or 6.6%
- 40% Men, 60% Women
- 83% has children from whom they purchased or seek child care services.

Job Categories:

- Over 70% of responses indicated that they were a NIH employee.

Work Location:

- Over 60% of responses indicated that they worked on the NIH campus.

Pre-tax Household Income:

- Over 45% of responses indicated their total family income was \$95,000 or above.

Income Influences:

- Lower income respondents are less likely to enroll on a wait list for NIH-sponsored services.
- For those who go on wait list, those who ultimately enroll and are more likely to have higher income relative to others who enter a wait list.
- Lower income respondents place a significantly higher priority on the affordability of services.
- Lower income respondents place less of an emphasis on staff consistency/low turnover, and on staff professionalism/training when choosing a site.
- Those with lower income show greater relative interest in direct tuition assistance versus a Dependent Care Assistance Plan as a future initiative, when compared to the interests of higher income respondents.
- Those with lower income express less interest in the provision summer/holiday care for school-aged children as a future priority, when compared to the interests of those with higher income.

Recommendations:

- Increase capacity on or near the NIH work sites, especially in Bethesda and, to a lesser degree Rockville.
- Pursue the creation of a Dependant Care Assistance Plan.
- Explore targeted ways to expand or make more consistent programs for direct tuition assistance based on income.
- Link future strategies closely to the NIH Mission and Workforce Goals.
- Re-engineer the wait list process and communications strategies across all centers.

Members were asked to identify any other ways Performance Dynamics should analyze the responses and provide additional data before the final report is prepared.

IV. Annual Board Report: The subcommittee prepared a DRAFT outline of the Board's accomplishments and recommendations to members for review. Members approved the following recommendations:

- Bring to the NIH Director's attention that the NIH Child Care Programs continue to struggle with providing child care services to employees who are not considered "Federal Employees", i.e., IRTAs, Fellows, NRSAs, etc. There needs to be some legislative relief in the NIH appropriations (similar to what has been given for the NIH Transshare Program) to reclassify these employees as "employees working on the NIH Mission". If no relief can be provided, this may have a potential impact on the NIH's overall Mission.
- Ensure that information about child care and other Work Life supports are included in all recruitment/orientation events in a systematic way.
- Seek Departmental support (HHS) to implement a Pre-tax Dependent Care system, which includes child care tuition for Federal employees.
- Encourage NIH's participation to implement a Child Care Subsidy Program for lower-income NIH employees.
- Seek to expand child care options available to NIH employees, such as additional child care slots near employee's home/ work locations, summer/holiday care for school-aged children, children with disabilities, and other appropriate services.

The subcommittee will prepare a DRAFT Annual Report and forward a copy to members via e-mail for review and comments.

V. Plans for Board Briefings: Due to time constraints, the Board briefly discussed this topic and elected to continue the conversation at the January 2002 meeting.

VI. Announcements and Updates:

ChildKind, Inc.:

- Received a letter from NAEYC giving ChildKind, Inc. a merit extension on their current accreditation.
- International Thanksgiving Feast will be held during the day at the center.
- Planning holiday gathering for staff.
- Recently appointed a new Board of Directors.

POPI:

- Children had a Halloween Party.
- November 15th - 24th Annual Thanksgiving Pot Luck Dinner.
- Recently appointed a new Board of Directors.

ECDC:

- Revisiting their Emergency Evacuation Plan
- Retraining Staff

VII. Adjourn: Meeting adjourned at 1:03 p.m. The next meeting is scheduled for January 10, 2002.

Prepared by:
Pamela Jenkins
November 23, 2001